

**CITY OF CARLSBAD**

**COUNCIL POLICY STATEMENT**

**General Subject:** ENERGY CONSERVATION  
**Specific Subject:** Incentive Awards Program for  
Energy Conservation Ideas

**Policy No.** 31

**Date Issued** 4-21-81

**Effective Date** 4-21-81

**Cancellation Date**

**Supersedes No.**

**Copies to:** City Council, City Manager, City Attorney, Department and  
Division Heads, Employee Bulletin Boards, Press, File

**PURPOSE:**

The City wishes to reward full-time employees with a monetary award for the submission of new and innovative energy conservation ideas and programs.

**STATEMENT OF POLICY:**

1. It is the policy of the City Council to encourage the conservation of energy produced from non-renewable natural resources. The Council recognizes that all employees play a vital role in conserving energy and the development of energy conserving ideas and techniques.
2. The Council hereby establishes an incentive award program to encourage and reward full-time employees for the submission of energy conservation suggestions. An award of \$100, two \$50 awards and four \$25 awards will be offered quarterly - January, April, July and October of each year.
3. The Energy Conservation Committee will review all suggestions submitted and recommend to the City Manager the appropriate award. The committee will use, but are not restricted to, the following criteria in making their recommendation:
  - a. Practicality and feasibility of implementation.
  - b. Cost benefit.
  - c. Uniqueness.

Suggestions which merely restate current energy conservation goals or programs which are underway within the City are ineligible; i.e., conversion of street lights from mercury vapor to high-pressure sodium. If, however, the suggestion modifies the technique, reduces the time frame, or in some other way improves existing programs, it could be eligible based on the criteria outlined above; i.e., reduce the time frame in which the City can accomplish the conversion.